



Government of
Saskatchewan

Annual Report 2003-2004

Saskatchewan Labour Relations Board

 Saskatchewan
Centennial 2005



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Saskatchewan

Annual Report 2003-2004

Saskatchewan Labour Relations Board

for the fiscal year ending March 31, 2004

Published by Authority of
The Honourable Deb Higgins
Minister of Labour

Letters of Transmittal

The Honourable Dr. Lynda M. Haverstock
Lieutenant Governor
Province of Saskatchewan

May it Please Your Honour:

I respectfully submit the Annual Report of the
Saskatchewan Labour Relations Board for
the fiscal year ending March 31, 2004.



Deb Higgins
Minister of Labour



The Honourable Deb Higgins
Minister of Labour

Dear Madam:

It is my pleasure to provide you with the
Annual Report of the Saskatchewan Labour
Relations Board. It covers the period commencing
April 1, 2003 and ending March 31, 2004.



James Seibel
Chairperson
Labour Relations Board



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I. Labour Relations Board

The Labour Relations Board came into existence in 1944 with passage of *The Trade Union Act*, S.S. 1944 (2nd Sess.) c. 69. Although the *Act* has often been amended, most recently in 2000, the basic concept of the Board has not changed. The Board is an independent, quasi-judicial tribunal charged with the responsibility of adjudicating disputes that arise under *The Trade Union Act*. It does this principally through public hearings and written decisions.

The Board's decisions are final and binding upon the parties. There is no appeal, and review by the courts is strictly limited.

The *Act* presently provides for a board composed of a chairperson and two vice-chairpersons and an unspecified number of members. All members of the Board, including the chairperson and vice-chairpersons, are appointed by the Lieutenant Governor in Council. The chairperson and vice-chairpersons are full-time members of the Board. The remaining members are appointed and paid on a per diem basis when their services are required.

The Board is a representational Board. This means that all members of the Board, with the exception of the chairperson and vice-chairpersons, are representatives of employees or employers. The chairperson and vice-chairpersons are neutral and are lawyers. The Board reports to the Minister of Labour for the Province of Saskatchewan. The Minister is obligated by *The Trade Union Act* to provide the Board with the requisite staff and facilities. The Board operates independently from the government, its departments and agencies.

The Board's offices and staff are located at 1600 - 1920 Broad Street, Regina. The Board also maintains a hearing room in Saskatoon. The staff of the Board is composed of the Board Registrar/Legal Counsel, Investigating Officer, Executive Assistant to the Chairperson and three clerical positions. The chairperson or one of the vice-chairpersons is appointed to act as Executive Officer of the Board. An Organizational Chart of the Labour Relations Board is contained in Table 1.

The composition of the Board for 2003-2004 was:

Gwen Gray, Q.C. - Chairperson

Gwen Gray, Q.C. was appointed Vice-Chairperson of the Board in August of 1995, and was appointed Chairperson in July, 1997. Ms. Gray obtained her undergraduate degrees in sociology and law from the University of Saskatchewan and her graduate degree in law from Cornell University, Ithaca, New York. Ms. Gray practised labour law in Regina from 1978 to 1988 and in Edmonton from 1992 to 1994. She returned to Regina in 1994 to work as Legal Analyst in the Department of Labour. Ms. Gray retired as Chairperson of the Board on August 31, 2003.

James Seibel - Chairperson

James Seibel was appointed Vice-Chairperson and Executive Officer of the Board in November, 1997 and was appointed Chairperson in October, 2004. Mr. Seibel obtained his Bachelor of Science degree from the University of Regina and his law degree from the University of Saskatchewan. He was in the private practice of law in Saskatoon from 1981 to 1997, with an emphasis on labour law and arbitration. Mr. Seibel resides in Saskatoon.

Wally Matkowski - Vice-Chairperson

Wally Matkowski was appointed Vice-Chairperson of the Board in March, 2001. Mr. Matkowski obtained his Bachelor of Arts degree and his law degree from the University of Saskatchewan. He was in the private practice of law in both Regina and Saskatoon from 1986 to 2001, with a large amount of his time spent as both a labour arbitrator and a mediator. Mr. Matkowski resides in Saskatoon.

Bruce McDonald

Bruce McDonald was appointed to the Board in 1974 as a member representing employees. Mr. McDonald is a retired business agent for the International

Gloria Cymbalisty

Gloria Cymbalisty was appointed to the Board in March of 1992 as a member representing employees. She is self-employed as an industrial relations consultant. She was formerly a representative for the Saskatchewan Joint Board, Retail, Wholesale and Department Store Union. Ms. Cymbalisty resides in Regina.

Gerry Caudle

Gerry Caudle was appointed to the Board in March of 1994 as a member representing employees. Mr. Caudle had previously served in the same capacity during the 1980s. He is a retired representative with the Canadian Union of Public Employees. Mr. Caudle resides in Saskatoon.

Donald Bell

Don Bell was appointed to the Board in July of 1995 as a member representing employers. Mr. Bell is President of Insulation Applicators Ltd. Mr. Bell resides in Regina.

Brenda Cuthbert

Brenda Cuthbert was appointed to the Board in July of 1995 as a member representing employers. Ms. Cuthbert is the Director of Human Resources for Kindersley Transport Ltd. Ms. Cuthbert resides in Saskatoon.

Donna Ottenson

Donna Ottenson was appointed to the Board in July of 1995 as a member representing employees. Ms. Ottenson is a Registered Nurse in long-term care in Regina and an active member of the Saskatchewan Union of Nurses. Ms. Ottenson resides in Regina.

Hugh Wagner

Hugh Wagner was appointed to the Board in July of 1995 as a member representing employees. Mr. Wagner is the General Secretary for the Grain Services Union. Mr. Wagner resides in Regina.

Mike Carr

Mike Carr was appointed to the Board in July of 1998 as a member representing employers. Mr. Carr is Vice-President, Director of Personnel for IPSCO Saskatchewan Inc. Mr. Carr resides in Regina.

Leo Lancaster

Leo Lancaster was appointed to the Board in July of 1998 as a member representing employers. Mr. Lancaster is a retired labour relations consultant with Saskatchewan Association of Health Organizations. Mr. Lancaster resides in Regina.

Patricia Gallagher

Patricia Gallagher was appointed to the Board in January of 2000 as a member representing employees. Ms. Gallagher was the Executive Director of Operations with the Saskatchewan Government and General Employees Union until her retirement in 2002. She had been employed at SGEU since 1982 in several capacities. She was also formerly employed by the Saskatchewan Federation of Labour as Executive Assistant from 1976 to 1982. Ms. Gallagher resides in Regina.

Duane Siemens

Duane Siemens was appointed to the Board in 2001 as a member representing employees. Mr. Siemens is currently employed as a millwright with Sterling Pulp Chemicals in Saskatoon. Mr. Siemens was formerly the president of CEP Local 609, Secretary and Vice-President of the Saskatchewan Federation of Labour, and past President of the Saskatoon & District Labour Council. Mr. Siemens resides in Saskatoon.

Clare Gitzel

Clare Gitzel was appointed to the Board in July of 2001 as a member representing employers. Mr. Gitzel was formerly employed with a major mining company as Manager of Human Resources and Northern Affairs. He presently provides consulting services in the human resources and administration fields. Mr. Gitzel resides in Saskatoon.

Joan White

Joan White was appointed to the Board in July of 2001 as a member representing employers. Ms. White is the Director of Labour Relations for the University of Saskatchewan. Ms. White resides in Saskatoon.

Maurice Werezak

Maurice Werezak was appointed to the Board in July of 2001 as a member representing employees. Mr. Werezak is a past Vice-President of the Saskatchewan Federation of Labour and Past President of United Food and Commercial Workers, Local 248-P. Mr. Werezak is a labour representative on the Employment Insurance Appeal Committee and is employed at Mitchell's Gourmet Foods. Mr. Werezak resides in Saskatoon.

Marshall Hamilton

Marshall Hamilton was appointed to the Board in July of 2002 as a member representing employers. Mr. Hamilton is the Manager of Human Resources for IMC Potash in Esterhazy. Mr. Hamilton has been working in the human resources field for 23 years in various industries including steel, forestry, government and potash. Mr. Hamilton resides in Esterhazy.

Ray Malinowski

Ray Malinowski was appointed to the Board in July of 2002 as a member representing employers. Mr. Malinowski is in the manufacturing industry associated with Leon's Mfg. Company Inc. and Ram Industries Inc. in Yorkton. He is a past President of both the Prairie Implement Manufacturers Association and the Saskatchewan Chamber of Commerce. Mr. Malinowski resides in Yorkton.

Michael Wainwright

Michael Wainwright was appointed to the Board in July of 2002 as a member representing employers. Mr. Wainwright is the Director of Employee Relations at ISM Information Systems Management Canada Corporation. Mr. Wainwright resides in Regina.

John McCormick

John McCormick was appointed to the Board in July 2002 as a member representing employees. Mr. McCormick is a Transit Operator with the City of Regina and President of the Amalgamated Transit Union Local 588, as well as Canadian Council Executive Board Member. Mr. McCormick is also a member of the Task Force on Occupational Standards for the Canadian Motor Coach Association. Mr. McCormick resides in Regina.

II. The Trade Union Act

In Canada, legislative jurisdiction over industrial relations has, since a ruling of the Supreme Court of Canada in 1925, fallen largely under provincial jurisdiction. Fortunately, the potential this presented for legal fragmentation was offset by varying combinations of interprovincial management and union structures, common history and common day-to-day economic and political conditions. The result is a remarkable commonality of core principles and procedures in all 11 Canadian jurisdictions.

The main features of Saskatchewan's *Trade Union Act*, like its counterparts in all other Canadian jurisdictions, may be summarized as follows:

- ❑ traditional courts are replaced by a specialized, quasi-judicial tribunal with exclusive and binding jurisdiction over the matters assigned to it by *The Trade Union Act*;
- ❑ common law of conspiracy and restraint of trade is abolished insofar as it applies to employees who bargain collectively;
- ❑ the majority of employees determine for all employees in a group whether they will bargain collectively and, if so, through which union;
- ❑ an employer is required to recognize the union chosen by the majority of its employees as their exclusive representative for the purpose of bargaining collectively;
- ❑ the employer and the union are required to bargain in good faith with a view to concluding a collective bargaining agreement;
- ❑ a number of unfair labour practices are created to protect employees and unions from any attempt by the employer to interfere with their rights;
- ❑ strike and lock-out activity is regulated, but not prohibited;
- ❑ specific issues, such as union security, technological change, conciliation, voting procedures and religious exclusions are addressed; and
- ❑ remedial and enforcement procedures are included in the statute.

In short, the *Act* provides the legal framework for collective bargaining, along with a procedure for adjudicating disputes and enforcing rights and obligations. *The Trade Union Act*, like its counterparts in all other Canadian jurisdictions, does not attempt to prohibit economic conflict between employees and employers, but only to control it. It does not attempt to regulate the outcome of collective bargaining, but merely the process to be followed.

The function of the Labour Relations Board within this statutory framework is to identify the parties which will participate in collective bargaining, and to monitor the procedural aspects of the bargaining process. Under *The Trade Union Act*, the Board is not required to follow all of the formal rules of procedure that have been developed in courts of law.

The Board attempts to conduct its hearings in a way that will make them accessible to representatives of the parties who have no legal training, and which will allow the Board to identify the issues which are genuinely in dispute.

During the reporting period, the Board considered several applications relating to disputes between employees and certified bargaining agents alleging violation of the duty of fair representation provided for in s. 25.1 of *The Trade Union Act* or the denial of the principles of natural justice provided for in s. 36.1 of the *Act*. In *Hidlebaugh v. Saskatchewan Government and General Employees' Union and Saskatchewan Institute of Applied Science and Technology*, the Board iterated the principle that a certified bargaining agent may decline to grieve or arbitrate an employee's legitimate complaint where it reasonable determines that the conflicting interests of its collective membership are more important than the interests of the individual employee.

III. The Construction Industry Labour Relations Act, 1992

Passed in 1992 and amended in 2000, *The Construction Industry Labour Relations Act, 1992*, S.S. 1992, c. C-29.11, provides for a system of collective bargaining in the building trades between organizations representing groups of contractors and the construction unions. The supervision of this statutory system is conferred on the Board under the legislation.

IV. The Health Labour Relations Reorganization Act

Passed in 1996, *The Health Labour Relations Reorganization Act*, S.S. 1996, c. H-0.03, appointed a commissioner to examine the organization of labour relations between health sector employers and employees in the Province. The Dorsey Commission report was submitted, and *The Health Labour Relations Reorganization (Commissioner) Regulations*, R.R.S., c. H-0.03, Reg. 1 came into force, in January, 1997.

The legislation confers upon the Board the power to make orders for the purpose of carrying out the intent of the legislation and respecting any matter arising out of the reorganization of labour relations in the health care sector not addressed in the Regulations.

V. Budget Summary

The total budget of the Saskatchewan Labour Relations Board for the fiscal year ending March 31, 2004 was \$786,000. The actual sum expended by the Board during the fiscal year was \$744,098. The Board has, over time, displayed an ability to manage its resources efficiently. It should be noted, however, that it is unable to control or predict the nature or number of applications put before it, and as a result, the relationship of expenditure to budgetary allocation cannot be guaranteed.

VI. Summary of Board Activity for 2003-2004

Between April 1, 2003, and March 31, 2004, the Labour Relations Board held 12 monthly meetings lasting a total of 110 days. A total of 269 applications were received and a total of 279 were disposed of by the Board during the year. Tables 2 and 3 show these applications by type of application and disposition. The five-year trend is shown by disposition in Tables 3 and 4 and by type in Tables 5 and 6.

During 2003-2004, 79 certification orders covering 1449 employees were issued by the Board and 6 certification orders affecting 46 employees were rescinded.

It is not possible in this report to convey a complete picture of the nature and range of applications brought before the Board during the year. It may be helpful, however, to mention briefly some of the issues that illustrate the many types of questions that arise from applications before the Board.

During the reporting period, the Board considered several applications relating to disputes between employees and certified bargaining agents alleging violation of the duty of fair representation provided for in s. 25.1 of *The Trade Union Act* or the denial of the principles of natural justice provided for in s. 36.1 of the *Act*. In *Hidlebaugh v. Saskatchewan Government and General Employees' Union and Saskatchewan Institute of Applied Science and Technology*, the Board iterated the principle that a certified bargaining agent may decline to grieve or arbitrate an employee's legitimate complaint where it reasonably determines that the conflicting interests of its collective membership are more important than the interests of the individual employee. In *Taylor v. Regina Police Association Inc.*, [2003] Sask. L.R.B.R. 307, the Board held that a timely request by a member of the bargaining unit for the assistance of the bargaining agent is an essential element for success on the application alleging failure in the duty of fair representation. In *Hill and Rattray v. Saskatchewan Government and General Employees' Union*, [2003] Sask. L.R.B.R. 371, the Board confirmed that it monitors union membership disputes only to the extent of determining whether the disciplinary process used meets the basic requirements of natural justice.

The Board reviewed the principles applicable to the determination as to whether to defer the hearing of a dispute to the arbitration process under a collective agreement in *Canadian Union of Public Employees, Local 1975 v. Saskatchewan Indian Federated College*, [2003] Sask. L.R.B.R. 217.

In *International Brotherhood of Electrical Workers, Local 529 v. Mudjatik Thyssen Mining Joint Venture*, [2003] Sask. L.R.B.R. 242, the Board conducted a comprehensive review of the principles applicable to determining whether the labour relations of an employer in the construction/ industrial sectors fall under provincial jurisdiction or federal jurisdiction. In its decision the Board also determined that a party that does not agree with an order of the Board is bound to obey the order unless or until it is amended by the Board, or stayed or quashed by the courts.

In dismissing an application for recusal of the Board chairperson on the basis of alleged bias, the Board reviewed the applicable principles in *Lalonde v. United Brotherhood of Carpenters and Joiners of America, Local 1985*, [2003] Sask. L.R.B.R. 394.

During the reporting period, the Board heard and determined many applications involving allegations of unfair labour practices under s. 11 of *The Trade Union Act*. In *International Union of Operating Engineers, Hoisting and Portable and Stationary, Local 870, v. Rural Municipality of Wallace No. 243*, [2003] Sask. L.R.B.R., the Board found a violation of s. 11(1)(a) of the Act where an employer placed newspaper advertisements inviting tenders for the contracting out of bargaining unit work where a first collective agreement had not yet been achieved. In *Canadian Union of Public Employees, Local 3078 v. Board of Education of the Wadena School Division No. 46*, [2003] Sask. L.R.B.R. 443, the Board found violations of ss. 11(1)(a), (c) and (e) of the Act, including failure to bargain in good faith, in laying off a significant number of the members of the bargaining unit without notice during negotiations.

The Board also heard and determined several applications for interim relief pursuant to s. 5.3 of *The Trade Union Act*. In *Canadian Union of Public Employee, Local 4617 v. Heinze Institute of Applied Computer Technology Inc.*, [2003] Sask. L.R.B.R. 374, the Board commented upon the generally accepted assumptions regarding the "chilling effect" of the termination of employees during a union organizing campaign. In *Saskatchewan Joint Board, Retail, Wholesale and Department Store Union v. Saskatchewan Indian Gaming Authority (Painted Hand Casino, Yorkton)*, [2003] Sask. L.R.B.R. 378, the Board dismissed an application for interim reinstatement where the circumstances of the application did not support the contention of urgency in the dispute between the parties. In *Grain Services Union (ILWU – Canada) v. StarTek Canada Services Ltd.* (2004), LRB File No. 032-04 (not yet reported), the Board dismissed an application for interim relief where the affidavit evidence filed in support of the application was not based on personal knowledge.

During the reporting period, the Board determined several applications for assistance in achieving a first collective agreement pursuant to s. 26.5 of *The Trade Union Act* including, *International Union of Operating Engineers Hoisting and Portable and Stationary, Local 870 v. Rural Municipality of Meota, No. 468*, [2003] Sask. L.R.B.R. 340, *International Union of Operating Engineers, Hoisting and Portable and Stationary, Local 870 v. Rural Municipality of Estevan No. 5*, [2003] Sask. L.R.B.R. 544.

In conjunction with its publisher, the Saskatchewan Legal Education Society Inc. (SKLESi), the Board continued the publication of its Reasons for Decision and any subsequent court decisions during the reporting year in *The Saskatchewan Labour Relations Board Reports* (cited as Sask. L.R.B.R.). The Board wishes to thank SKLESi, its Executive Director and staff for their considerable effort and continued cooperation in the publication of the Reports. Reports of recent Board decisions are available on the Board's website at www.sasklabourrelationsboard.com. The Board's entire reasons for decision are also available on Quicklaw.

VII. Tables

Table 1

Labour Relations Board
Organizational Chart
March 31, 2004

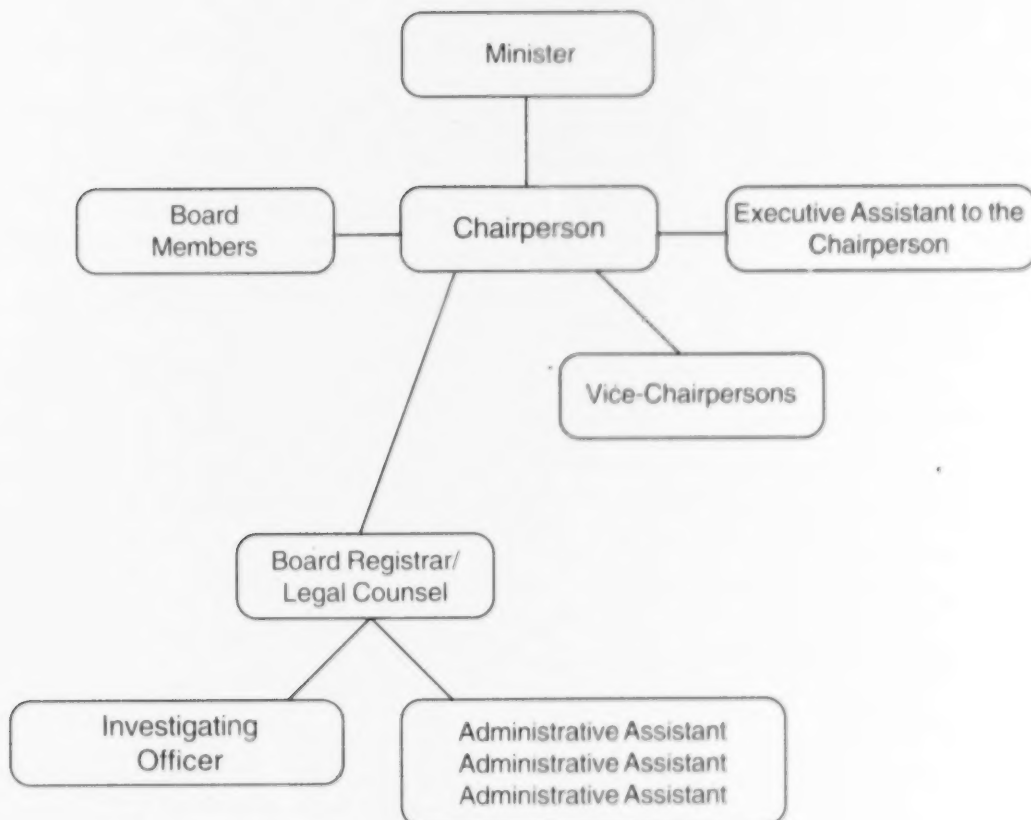


Table 2

**Applications under *The Trade Union Act*
by Type of Application and Disposition, 2003-2004**

Type of application and disposition	Applications	Type of application and disposition	Applications
Total Applications*	279	Provisional Employee Determination	
Granted	124	(Section 5.2)	0
Dismissed	31	Interim Applications	
Withdrawn	93	(Section 5.3)	8
Sine Die	31	Granted	1
Designation of Principal or Contractor		Dismissed	3
(Section 2, clause g)	0	Withdrawn	4
Certification		Raid	2
(Section 5, clauses a, b and c)	86	Withdrawn	2
Granted	79	Amendment or Rescission	
Dismissed	1	(Section 5, clauses i, j and k)	A18, R12
Withdrawn	6	Granted	A14, R6
Unfair Labour Practice		Dismissed	A1, R4
(Section 5, clause d)	58	Withdrawn	A3, R2
Granted	10	Exclusion on Religious Grounds	
Withdrawn	33	(Section 5, clause l)	1
Sine Die	15	Sine Die	1
Reinstatement		Employee Determination	
(Section 5, clause f)	17	(Section 5, clause m)	2
Granted	2	Withdrawn	1
Dismissed	1	Sine Die	1
Withdrawn	12	Strike/Ratification Votes	
Sine Die	2	(Section 11, clause 8)	0
Monetary Loss		Reconsideration	
(Section 5, clause g)	16	(Section 13)	6
Granted	1	Granted	1
Withdrawn	13	Dismissed	4
Sine Die	2	Withdrawn	1
Company Dominated		Reference of Dispute	
(Section 5, clause h)	0	(Section 24)	0

Table 2 - Continued

Applications under *The Trade Union Act*
by Type of Application and Disposition, 2003-2004

Type of application and disposition	Applications	Type of application and disposition	Applications
Duty of Fair Representation		Deemed Sale of Business	
(Section 25.1)	33	(Section 37.1)	0
Dismissed	14	Related Employer	
Withdrawn	12	(Section 37.3)	1
Sine die	7	Withdrawn	1
First Collective Bargaining Agreements		Transfer of Bargaining Rights	
(Section 26.5)	7	(Section 39)	1
Granted	6	Granted	1
Sine Die	1	Technological Change	
Membership in Trade Union		(Section 43)	0
(Section 36.1)	3	Final Offer Vote	
Dismissed	2	(Section 45)	0
Withdrawn	1	Health Applications	2
Transfer of Obligation		Withdrawn	2
(Section 37)	4	Construction Applications	2
Granted	3	Sine Die	2
Dismissed	1		

*279 applications were disposed of although 269 applications were received.

Source: Saskatchewan Labour Relations Board files.

Table 3

**Applications to the Labour Relations Board under *The Trade Union Act*,
by Disposition, 1999-2000 to 2003-2004**

	1999-2000	2000-2001	2001-2002	2002-2003	2003-2004
Total Applications	325	340	336*	265*	277*
Granted	144	163	107	109	123
Dismissed	22	19	58	30	28
Withdrawn	118	113	122	79	87
Sine Die	22	32	35	27	29
To Conciliation	0	0	0	0	0
Joint Amend—Dorsey	0	4	1	0	0
Cert.-Dorsey	1	0	0	12	0
Other Dorsey	3	0	1	0	2
Interim**	15	9	12	8	8

Under *The Trade Union Act*, the Board may determine the outcome of any dispute referred to it by either party.

The decision of the Board is final and binding.

*This figure does not include construction applications.

**The Disposition of Interim Applications is shown in Table 2.

Source: Saskatchewan Labour Relations Board files.

Table 4

**Applications to the Labour Relations Board under
The Construction Industry Labour Relations Act, 1992,
by Disposition, 1999-2000 to 2003-2004**

Year	Total Applications	Granted	Dismissed	Withdrawn	Determined	Sine Die
1999-00	0	0	0	0	0	0
2000-01	5	4	0	0	0	1
2001-02	3	1	0	1	0	1
2002-03	0	0	0	0	0	0
2003-04	2	0	0	0	0	2

Source: Saskatchewan Labour Relations Board files.

Table 5**Applications under *The Trade Union Act* by Type of Application, 1999-2000 to 2003-2004**

Type of Application	1999-2000	2000-2001	2001-2002	2002-2003	2003-2004
Total Applications*	325	335**	336**	265**	277**
Designation of Principal or Contractor (Section 2, clause g)	0	0	18	0	0
Certification (Section 5, clauses a, b and c)	113	68	64	70	86
Unfair Labour Practices (Section 5, clause d)	78	105	82	65	58
Reinstatement (Section 5, clause f)	28	24	18	14	17
Monetary loss (Section 5, clause g)	33	26	19	16	16
Company dominated (Section 5, clause h)	0	0	1	1	0
Amendment or Rescission (Section 5, clauses i, j and k)	A12/R14	A17/R17	A18/R17	A20/R14	A18/R12
Exclusion on religious grounds (Section 5, clause l)	3	3	1	1	1
Employee determination (Section 5, clause m)	3	2	7	3	2
Provisional determination (Section 5.2)	0	6	6	3	0
Interim Application (Section 5.3)	15	9	12	8	8
Strike/Ratification Votes (Section 11(8))	0	1	2	1	0
Reconsideration (Section 13)	0	1	1	2	6
Reference of Dispute (Section 24)	2	2	1	2	0
Duty of Fair Representation (Section 25.1)	8	16	30	11	33

Table 5 - Continued

Applications under *The Trade Union Act* by Type of Application, 1999-2000 to 2003-2004

Type of Application	1999-2000	2000-2001	2001-2002	2002-2003	2003-2004
First Collective Bargaining Agreements (Section 26.5)	5	6	8	6	7
Raid	0	6	1	2	2
Membership in Trade Union (Section 36.1)	1	0	9	0	3
Deemed Sale of Business (Section 37.1)	0	0	2	0	0
Transfer of Obligation (Section 37)	3	20	16	8	4
Related Employer (Section 37.3)	1	1	1	1	1
Transfer of Bargaining Rights (Section 39)	0	0	0	1	1
Technological Change (Section 43)	2	1	0	3	0
Final Offer Vote (Section 45)	0	0	0	1	0
Health Applications	4	4	2	12	2

*These figures represent the number of applications disposed of during the reporting period, not the number received.

**This figure does not include construction applications.

Source: Saskatchewan Labour Relations Board files.

Table 6

**Applications under *The Construction Industry Labour Relations Act, 1992*
by Type of Application, 1998-99 to 2003-2004**

Type of Application	1999-2000	2000-2001	2001-2002	2002-2003	2003-2004
Total Applications	0	5	3	0	0
Section 5	0	1	0	0	0
Section 10.2	0	4	1	0	0
Section 11	0	0	0	0	0
Section 16	0	0	0	0	0
Section 18	0	0	2	0	2
Section 25	0	0	0	0	0
Section 29	0	0	0	0	0
Section 30	0	0	0	0	0
Section 37	0	0	0	0	0

Source: Saskatchewan Labour Relations Board files.

Where to Obtain Additional Information

For more information or to obtain additional copies of this report, contact us at:

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Visit our website at:

www.sasklabourrelationsboard.com



THE J. M. SMITH

— 1957 —